

A STUDY ON IMPACT OF WELFARE ACTIVITIES WHICH ENHANCE THE PRODUCTIVITY IN ALTIMETRIX PRIVATE LIMITED

Submitted in Partial fulfilment of the requirement for the award of
MASTER OF BUSINESS ADMINISTRATION

BY

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SCHOOL OF MANAGEMENT STUDIES

SATHYABAMA

INSTITUTE OF SCIENCE AND TECHNOLOGY

(DEEMED TO BE UNIVERSITY)

Accredited with Grade “A” by NAAC | 12B Status by UGC | Approved by AICTE

JEPPIAAR NAGAR, RAJIV GANDHI SALAI, CHENNAI - 600 119

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BONAFIDE CERTIFICATE

This is to certify that this project Report is the bonafide work of **SHALINI. S 41410285** Who carried out the project entitled "**A Study on Impact of Welfare Activities Which Enhance the Productivity in Altimetrix Private Limited**" under my supervision from January 2023 to March 2023.

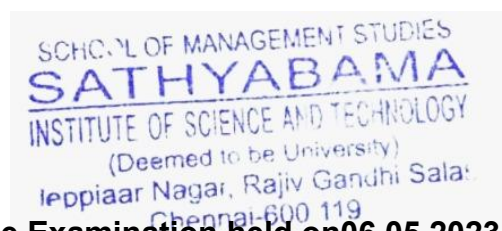
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DECLARATION

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ABSTRACT

Employee is considered as the chief organ of organizational productivity. The ability of the organization in achieving higher position in terms of productivity and profitability highly depends on its employees. Effective management and welfare of employees plays an important role in reaching the desired goals of the organization. Therefore, it is very necessary to seek the co-operation and loyalty of the employees in order to increase the production. The Co-operation and support of employees is possible only when they are fully satisfied with their employer and the working conditions on the workplace. Such welfare activities benefit not only the employees but also the management in the form of the greater productive efficiency. Today progressive managers realize that these welfare facilities pay a good dividend in the long-run, for they contribute in a large degree towards the health and efficiency of the workers and towards a high morale. Employee welfare defined as efforts to make life worth living for workmen. Employee welfare entails all those activities of employer which are directed towards providing the employees with certain facilities and services in addition to wages or salary. The employees of the organization need continuous encouragement not only in the form of monetary benefits but also welfare measures. Welfare measures largely influence the employees' commitment to the organizational goals. Further, the study describes the welfare activities which enhance the productivity in Altimetrix Private Limited. It explains the need, types, hypothesis, research design of employee welfare activities.

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CHAPTER 1

INTRODUCTION

1.1 INTRODUCTION:

Employee welfare is a key factor in providing job satisfaction to employees according to various researchers in different fields. The research was an attempt by various researchers to know the association between employee welfare and job satisfaction and its effect on, development and productivity of organization. The study was conducted at Garment industries in Bangladesh the results of which proved to have a positive association between welfare benefits, satisfaction of employees and productivity.

Researchers used different components of Employee welfare to measure its effectiveness some of them made use of compensation, Annual leave, family leave, child care programme, sick leave etc. The impact of welfare facilities provided to workers and its effect on performance in Public and private sector was measured by the results of which discovered employees in public sector are provided with better welfare facilities and comparatively they are more satisfied with facilities provided to them than private workers in India. Welfare includes anything that is done for the comfort and improvement of employees and is provided over and above the wages.

Welfare helps in keeping the morale and motivation of the employees high so as to retain the employees for longer duration, which helps the organization to achieve its goals. "Employee welfare is a comprehensive term including various services, benefits and facilities offered to employees & by the employers. Welfare facilities are designed to take care of the well- being of the employees, they do not generally result in any monetary benefit to the employees. Welfare includes anything that is done for the comfort and improvement of employees and is provided over and above the wages or salary. Welfare helps in keeping the morale and motivation of the employees high so as to retain the employees for longer duration and it is also increases the efficiency of work.

In future employee welfare will be very important concept in HR because it is beneficial for employee and organization also the components of welfare facilities considered for study were Work environment, recreational, housing, sanitary and drinking water facilities, transportation, retirement benefits the need of welfare facilities through employee assistance programme such as motional, medical, insurance, investment, life skills and career development needs of employees.

Research considered drinking water, canteen, grievance handling, medical and retirement benefits as employee welfare activities. They considered factors for labour welfare schemes as labour management relation, rewards, motivation, labour welfare legislations, career planning opportunities for workers. The factors such as, promotional opportunity, good relation with co-workers, management policy and recognition for better performance brings job satisfaction to the workers and the study has showed a positive link between welfare measures and productivity as well. In India, employee welfare is largely affected by humanitarian principles and labour laws. Before the establishment of welfare and various labour laws in India, the situation of the employee was very miserable.

The employee welfare facilities offered by companies include the morale and health of employees and their families because productive employees cannot be achieved in isolation of their family. Because of the high illiteracy rate in India, there is a need to impart education and training services to employees. Employee welfare services provide opportunities for employees to develop harmonious personalities.

1.2 INDUSTRY PROFILE:

The current status of Altimetrik India Private Limited is - Active. The company has 3 directors and 1 reported key management personnel. The longest serving directors currently on board are Timothy Stephen Manney and Gopal Desikan Chakravarthy who were appointed on 12 May, 2011. They have been on the board for more than 11 years. The most recently appointed director is Rajkumar Sundaresan, who was appointed on 17 October, 2017. Gopal Desikan Chakravarthy has the largest number of other directorships with a seat at a total of 7 companies.

In total, the company is connected to 6 other companies through its directors. The current status of Altimetrik India Private Limited is - Active. The last reported AGM (Annual General Meeting) of Altimetrik India Private Limited, per our records, was held on 30 August, 2022. Also, as per our records, its last balance sheet was prepared for the period ending on 31 March, 2022. Altimetrik India Private Limited has three directors - Timothy Stephen Manney, Gopal Desikan Chakravarthy, and others. Altimetrik India Private Limited is a 19 years 6 months old Private Company incorporated on 21 Jul 2003. Its registered office is in Bangalore, Karnataka, India. Altimetrik embraces a diverse and inclusive culture which is why we have programs such as Wings, Rebound, Stride and NCG.

We believe this leads to better problem-solving, decision making, innovative solutions, and greater employee satisfaction. We blend with world-class business solutions with a vibrant culture and a steadfast dedication to our communities. Discover what makes Altimetrik truly one of a kind. Altimetrik India Private Limited's operating revenues range is Over INR 500 crore for the financial year ending on 31 March, 2022. Its EBITDA has increased by 20.57 % over the previous year. At the same time, its book net-worth has increased by 292.21 %. Other performance and liquidity ratios. Altimetrik India Private Limited, per our records, was held on 30 August, 2022. Also, as per our records, its last balance sheet was prepared for the period ending on 31 March, 2022. Altimetrik India Private Limited has three directors - Timothy Stephen Manney, Gopal Deskin Chakravarthy, and others. The Corporate Identification Number (CIN)

1.3 COMPANY PROFILE:



Altimetrik India Private Limited company, incorporated on 21 July, 2003. It's a private unlisted company and is classified as company limited shares. The last annual general meet (AGM) happened on 30 Sep, 2017. The company last updated its financials on 31 Mar, 2017 as per Ministry of Corporate Affairs (MCA). Altimetrik India Private Limited is majorly in Business Services business from last 20 years and currently, company operations are active. Current board members & directors are TIMOTHY STEPHEN MANNEY, GOPAL DESIKAN CHAKRAVARTHY, PALANIAPPAN RAVINDRAN and RAJKUMAR SUNDARESAN.

The Company is registered in Bangalore (Karnataka) Registrar Office. Altimetrik India Private Limited registered address is SY. NO. 7(P) & 93(P), ELECTRONICS CITY PHASE II INDUSTRIAL AREA, BEGUR HOBLI BANGALORE. Altimetrik India Private Limited is a 19 years 6 months old Private Company incorporated on 21 Jul 2003. Its registered office is in Bangalore, Karnataka, India.

The Company's status is Active, and it has filed its Annual Returns and Financial Statements up to 31 Mar 2022 (FY 2021-2022). It's a company limited by shares having an authorized capital of Rs 29.50 crore and a paid-up capital of Rs 27.52 crore as per MCA. There are 3 Directors and 1 Signatories are associated with the organization. The Key Managerial Personnel (KMP) at Altimetrik India Private Limited India are Sri Sai Kumar Nissan kararao as Company Secretary. Altimetrik embraces a diverse and inclusive culture which is why we have programs such as Wings, Rebound, Stride and NCG. We believe this leads to better problem-solving, decision making, innovative solutions, and greater employee satisfaction. ACE is our DNA they always want to ACE whatever we do.

ACE stands for:

- ✓ Accountability & Ownership – We take accountability on our commitment to deliver
- ✓ Customer Centricity – We place customers at the center of whatever we do
- ✓ Flawless Execution – Is what we do day in and day out to ensure our customers' success.

Community involvement & engagement, they connect to collaborate, discover new ideas, and build meaningful relationships through a variety of programs like Collider, D-Cult, and Impact. We also are a Safe Gold Partner and Salesforce Partner. We bring together passionate software professionals with digital business leaders to unlock an explosion of creative potential. We aim to be the employer of choice for a diverse group of highly motivated practitioners who have passion to innovate and create new products and business models that change the world.” Our values are listed below:

- ✓ Trust & Integrity – Building relationships through collaboration, trust, and integrity
- ✓ Innovation Obsessed – Creating and nurturing a culture of innovation and experimentation
- ✓ Community Engaged – Contributing and creating sustainable ideas for the communities we work in and serve
- ✓ Customer Focused – Uncompromising attention to deliver high quality results for our clients.

PRODUCT & SERVICES

The company provides hosting services and SAP solutions.

- Category: SAAS
- DevOps
- Product Engineering
- Platform Engineering
- Data Engineering

- Cloud, Advanced Analytics Visualization
- Talent Assessment
- Talent Transformation

1.4 OBJECTIVES OF THE STUDY:

- To Study the Welfare Facilities provided to the employers at Altimetrix Private Limited.
- To know the Employees opinion about the present welfare facilities at Altimetrix Private Limited.
- To study the satisfaction of the employees towards the present welfare activities provided in the organization.
- To know whether these facilities motivate the employee to work effectively or not.
- To give certain suggestions based on the findings provided by the organization which leads to increases in their productivity.

1.5 SCOPE OF THE STUDY:

Employee welfare Activities are combinations of many steps, Employee welfare measures advocate that higher productivity requires more hard work of employees than modern technology. This can only be achieved by the satisfaction of the employees as they feel that they are the main participant in the production process, and they work with full enthusiasm to increase production and productivity. So, employee welfare must include good conditions of the work environment, health facilities for employees, employee welfare programs (economic as well as social), and various general welfare works.

1.6 NEED FOR THE STUDY:

To attract, motivate and retain good employees, organization need to define what employees want from employment relationship. Employee needs is to consider Total Reward which is everything an employee perceives resulting from working for the company. Many studies contend that benefits are the most useful mean to attract, motivate and retain employees. Companies offering more voluntary benefits have better chance of attracting qualified people and retaining them on the other hand retention is key challenge in firms lacking such welfare benefits and where work tends to get routine and there is no opportunity for personal growth and development. The most common reason that employee turnover take place includes monotonous work schedule, stress at workplace, lack of career growth, training and development opportunities etc. But if employer provides various welfare facilities regarding health, safety, training and development which helps the employers to retain in the organization.

LIST OF LABOUR WELFARE ACTS

Various acts were introduced by the government from time to time for the well-being of employees so that their standard of living is improved and protect them from any type of exploitation. Nowadays, many labour laws and many labour welfare organizations are made for providing these welfare activities to employees. Some welfare measures were also launched by the government for the well-being and safety of employees. Some of such acts were



- ✓ The Payment of Wages Act, 1936.
- ✓ The Trade Union Act, 1926.
- ✓ The Industrial Disputes Act, 1947.
- ✓ The Bombay Lift Act, 1939 (as extended to Delhi)
- ✓ The Industrial Employment (SO) Act, 1946.
- ✓ The Minimum Wages Act, 1948.
- ✓ The Factories Act, 1948.
- ✓ The Bombay Labour Welfare Fund Act, 1953.
- ✓ The Maternity Benefit Act, 1961.
- ✓ The Motor Transport Workers Act, 1961.
- ✓ The Payment of Bonus Act, 1964.
- ✓ The Contract Labour Act, 1970.
- ✓ The Payment of Gratuity Act, 1972.
- ✓ The Equal Remuneration Act, 1976.
- ✓ The Labour Laws Act, 1988.
- ✓ The Electricity Act, 2003.
- ✓ The Rural Labour Welfare fund (amendment) Bill 2007.
- ✓ Social Security Welfare Benefits act 2011.

- **Article 38:-** The State shall strive to promote the welfare of the people by securing the protecting as effectively as it may a social order in which justice, social, economic and political shall all the institutions of the national life.
- **Article 39:-** The State shall in particular, direct its policy towards securing that the citizens, men and women equally have the right to an adequate means of Livelihood. That the ownership and control of the material resources are so distributed also sub serve the common determined. That the operation of the economic system does not result in the concentration of wealth and means of the production to the common detriment. That there is equal pay for equal work for both men and women.
- **Article 41:-** The state shall within the limits of its economic capacity and development make effective provision for securing the right to work, to education and to public assistance in cases of under served wants.
- **Article 42:-** The state shall make provision for securing just and human conditions of work and for maternity relief.
- **Article 43:-** The state shall endeavour to secure by suitable legislation or economic organization or in any other way to all workers agricultural industrial or otherwise work a living wage, conditions of work ensuring a decent standard of life and full employment of particular, the state shall endeavor to promote cottage industries on an individual or co – operative basic in oral areas.

HISTORY OF EMPLOYEE WELFARE ACTIVITIES

Employee welfare activities were started in early 1837 when the British started importing Indian labour. At that time, employee welfare activities were managed by legislations, leaders, and social workers. Many acts were passed at that time for the safety of employees and to protect the interest of employees. Some acts concerning employee welfare were the Apprentices Act of 1850, the Fatal Accidents Act of 1853, the Merchant shipping act of 1859. In the year 1881, The Factories act came into force. This act played a huge role in the development of employees and their welfare. This act worked as a milestone that introduced many features of employee welfare.

The second half of the 19th century brought a positive change in labour laws, as many new industries were established. Many workers were still dissatisfied because of an unpleasant working environment, lower wages, and discomfort by the employer. Royal commission issued many reports in favor of employee welfare activities. With the industrial revolution, the government of India introduced the Factories act, 1948. This act played a vicious role in the development of employees and all provisions of this Act focused on the welfare of employees. The Concept of employee Welfare in India came into existence by a resolution on Fundamental Rights and Economic Programme which was passed by the Indian National Congress in its Karachi session in 1931.

The resolution explained that the economic life of people of the nation should be in line without any sort of injustice. It must confirm and ensure a proper standard of living of employees. It also stated that the government must protect the interest of the individual employee and should ensure the sense of security among them, by suitable policies and laws, a standard living wage rate, healthy and safe conditions of work, specified reasonable hours of labour, proper instruments, process and organizations for the settlement of disputes between employers and employee, protection against the economic consequences of sickness, old age, and unemployment as social security measures. Employee Welfare is a broad concept that implies a state of living of an individual or a group as a workman within and outside of the workplace, in ecological, economic and social harmony.

Employee Welfare is an all-inclusive term and consists of various factors such as the physical, mental, moral, and emotional wellbeing of an employee. The National Commission on Labour had stated that the process of employee welfare is dynamic, works differently from country to country in various phases of time, and even in the economic development and general level of socio-economic empowerment and development of employees. It can be said that employee welfare consists of provisions for the improvement of safety, health, and industrial productivity of the employees.

DEFINITION OF EMPLOYEE WELFARE

Employee welfare has been defined in various ways, though no single definition has found universal acceptance. The Labor Investigation Committee **(1944-46)** includes under labor welfare activities defines it as "Anything did for the intellectual, physical, betterment of the workers, whether by employers, by government or by other agencies, over and above what is laid down by law or what is normally expected as per of the contractual benefits for which the workers may have bargained."

The employee welfare committee report (1969) explains it as "Such services, facilities, and amenities as adequate canteens, rest and recreation facilities, sanitary and medical facilities, arrangements for travel to and from work and for the accommodation of workers employed at a distance from their homes and such other services, amenities and facilities including social security measures as contributing to improving the conditions under which worker are the employer."

It explains welfare activities as "In which much can be done to combat the sense of frustration of the industrial workers, to relieve them of personal and family worries, to improve their health, to afford them means of self-expression, to offer them some sphere in which they can excel others and help them to a wider conception of life".

MEANING OF EMPLOYEE WELFARE ACTIVITIES



Employee welfare activities are the activities that are done for the development of employees both morally and economically. Employee welfare activities are those activities that help employees to do their work efficiently and with a positive spirit. It includes everything which builds employee's morale such as good- working environment, stress management workshops, congenial surroundings, increased productivity. Good welfare activities help to motivate employees and ensure increased productivity. Employee welfare means any services or benefits given to employees in addition to wages/salaries.

Employees are regarded as the backbone of all organization. So, the management should look upon the welfare of the employees to make them more productive. If they are not given proper work environment and welfare facilities, they will leave the organization. So, to retain talented labour in the organization, employees should be given proper welfare facilities, good working conditions, healthy industrial relations, and health and social security. Employee welfare activities are not just a costly affair, it brings long term advantages to the company Employees' morale increases, the standard of living increases, motivation, and efficiency increases. Welfare activities improve the employee-employer relationship and employees feel themselves as a part of the organization.

IMPORTANCE OF EMPLOYEE WELFARE ACTIVITIES

In today's life style the term, 'Employee Welfare' is being viewed quite differently As pointed out earlier, When higher incentives are provided, with better welfare measures, the motivation and sense of duty increases in the employees' attitude, this, in turn, leads to effective functioning and improves the productivity and helps in achieving harmony in industrial progress. Labour welfare today has become a very controversial topic It covers a very broad field. The concept of welfare can be approached from various angles the concept of welfare can be approached from various angles, as it is related to the workers, place and changes with the economic and scientific advancement in a country It is right to say that welfare activities increase the expenses of the organization but it has many long-term benefits. The employee who is satisfied by the organization will do his work more diligently and efficiently which tends to increased productivity. Increased productivity means profits and success for the organization which is good for employee and employer both. These activities help to retain better talent in the organization as employees feel good in the organization. it becomes easy for the organization to give tough competition to other organizations.

ADVANTAGES OF EMPLOYEE WELFARE ACTIVITIES

- **Employee welfare activities increase the efficiency of the employees:**
The employee welfare schemes act as an energy and efficiency booster for the employees. When the primary needs of the employees are satisfied, they feel happy and work in turn increases their efficiency which tends to more productivity, and their income increases.
- **Employee welfare activities tend to boost the morale of employees:**
When the employees are offered various employee welfare activities, they get motivated which in turn increases the morale of the employees.

- **Employee welfare activities build a competitive edge because of their talented workforce:** A competitive environment helps to fulfil the targets of the employees. Healthy competition and a healthy work environment can only be possible with the help of employee welfare activities.
- **Employee welfare activities develop the feeling of belongingness in the minds of employees:** Employee welfare schemes are offered to the employees so that they think themselves as the part of the company and work for the betterment of the company which also helps to restore industrial peace.
- **Employee welfare activities help to achieve timely results from employees:** If a company wants to get results on time, then employees have to do extra labour to encourage the employee's company should provide welfare facilities to employees to achieve desired results timely.
- **Employee welfare activities help to achieve social benefits also:** Apart from providing economic facilities to employees, they are also given social benefits. Social benefits increase the efficiency of employees which tends to high productivity, high earnings of the company which results in the high income of employees. The high income of employees helps in increasing the standard of living and more purchasing power of employees which is appreciated by all in society
- **Employee welfare activities bring an all-around growth and development of employees:** Employee welfare activities act as a motivating tool for the employees. Both individual and organizational goals are achieved with the help of welfare schemes which is beneficial for both organization and overall growth of the employees.

- **Employee welfare activities help to retain a talented workforce in the organization:** In the absence of welfare activities, efficient and talented staff may switch to other organizations in search of opportunities. Better welfare facilities restrict the mobility of employees and retain the employees in an organization for a longer time which helps to pursue the goals of the organization.

So, above are some of the merits of employee welfare activities. The employee welfare activities are beneficial for both employees as well as the company. Every company needs to provide various welfare measures and introduce new schemes for employee welfare from time to time for the development of employees as well as the company.

DISADVANTAGES OF EMPLOYEE WELFARE ACTIVITIES

Every coin has two sides. In the same manner, these are some of the disadvantages in employee welfare activities which are discussed above.

- **Employee welfare activities often put an undue financial burden on the company:** Sometimes, the companies get overburden by the expenses of employee welfare activities. The company should have a proper financial budget so that welfare measures are distributed equally among all the employees. Hence, the cost of these welfare measures is an expense.
- **In the absence of employee welfare activities, there is always a fear of employees leaving the organization:** If the management is unable to provide the welfare activities to their employees, the employees may decide to leave the organization for other opportunities. So, to prevent the employees from leaving the organization, the company should bring new employee welfare measures which in turn is a financial burden in companies budget.

- **Welfare programs can create dependence s for some families:** employees and their families who are receiving these welfare activities in regular nature are found dependent on these welfare activities. Families, where welfare activities are a regular part of the financial situation, are more likely to find themselves depending upon these welfare benefits.

TYPES OF EMPLOYEE WELFARE ACTIVITIES

The employee welfare schemes can be divided into two categories viz. statutory and non-statutory welfare schemes. The schemes which are mandatory to provide by an organization as per the laws governing employee health and safety such as factories act 1948, mines act, 1962 etc., are called statutory Schemes. Various statutory activities are drinking water facility, canteen facility, good working conditions, first aid appliances, restrooms, proper lighting, sitting facility etc. The schemes which differ from organization to organization, from industry to industry and from company to company are called non- statutory schemes.

Various non-statutory activities are personal health care services, flexible timings, employee assistance programs, harassment policy, employee referral scheme, recreational activities, career counseling to children of employees, maternity and adoption leave, etc.

EMPLOYEE WELFARE ACTIVITIES OFFERED IN THE ALTIMETRIX PRIVATE LIMITED

- Canteen facility.
- Drinking water.
- Rest-room facilities.
- Library facilities.
- Maternity Benefits.
- Education Allowances
- Health check-up Facilities.
- First aid facilities.
- Recreation of clubs.
- Leave policy.
- House rent allowances.
- Compensation & Wages.
- Financial rewards & bonus.
- Promotions & transfer facilities.
- Overtime Allowances.
- Job security.
- Retirement benefits.
- Regular Increment Policy.
- Seminars and Training...

LIST OF CURRENT EMPLOYEE WELFARE SCHEMES OFFERED BY GOVERNMENT OF INDIA

Scheme	Launched on	Objective
Pradhan Mantri Shram Yogi Mandhan Scheme	March 2019	To provide a monthly pension of Rs 3,000 to the unorganized sector workers.
National Pension Scheme for Traders and Self-Employed Persons	September 2019	To provide an amount Rs 3000 to the beneficiaries after they attain the age of 60 years.
Pradhan Mantri Laghu Vyapari Maan-Dhaan Yojana	July 2019	Small Retailer and Shopkeepers with GST turnover below Rs. 1.5 Crore will get Rs 3000 after the age of 60.

Ministry of labour and employment has issued a list of new schemes for the welfare of employees

SOME OF THE STATUTORY AND NON- STATUTORY TYPES OF WELFARE ACTIVITIES ARE LISTED BELOW



CHAPTER 2

REVIEW OF LITERATURE

2.1 REVIEW OF LITERATURE

Abin (2015) analyzed the impact of employee welfare activities on employee morale and employee satisfaction. He also examined existing safety and welfare facilities prevailing in the organization. A descriptive research design was adopted in this study. Primary data was collected from 100 respondents by a simple random sampling method through questionnaires. Tools used for the analysis of data were correlation Regression and percentage method. The results of the study revealed that welfare activities were influencing employee morale and satisfaction level of employees.

Anju (2016) examined employee welfare activities and the level of satisfaction of employees in the company. This study also focused on the effectiveness of the grievance handling system, salary system, training & development program, promotion policy, and work environment in the company. Primary data was collected from 100 respondents by a convenient sampling method through the questionnaire method. The tool used for analysis was a simple percentage method. This study concluded that the majority of employees were satisfied with the working of employee welfare activities of the company. Some improvements should be made in recreational facilities and career growth opportunities.

Antony (2017) evaluated the existing employee welfare activities in the loss-making public sector companies in Kerela. This study also examined reasons for grievances of employees regarding welfare activities.

Primary data was collected from 250 employees using a cluster based random sampling technique through a structured questionnaire. Data were analyzed using the chi-square test. The study inferred that existing employee welfare activities and industrial relations in the organizations were poor and not up to the mark. The study also suggested that organizations should take necessary actions to improve welfare facilities and also maintain harmonious relations between management and the employees.

Aslpoor and Amirnejad (2016) evaluated the impact of employee welfare activities on staff performance at the Islamic Azad University, Abadan, and Khorramshahr branches. A descriptive casual research was done in this study. Primary data was collected through questionnaire method. The Census method was used to collect data from 150 employees. Data analysis was done by descriptive statistics method. The study concluded that employee welfare activities had a positive impact on the performance of employees and good performance tends to satisfaction and an increase in the morale of employees.

Atheen (2018) analyzed the determinants of welfare activities which influenced the level of employee motivation and satisfaction. A descriptive research design was used in the study. Primary data was collected from 100 employees by random sampling technique through a structured questionnaire and telephonic interview. The tools used for analysis were percentage analysis, Chi-square test, and Karl Pearson's coefficient correlation. It was inferred from the study that welfare activities build loyalty, team spirit, and cordial relationships in employees of the company.

Ashifa (2011) examined employee perception regarding employee welfare activities provided to employees Public Sector Transport Corporation. Primary data was collected by questionnaire method. A stratified random sampling technique was used to collect data from 20 employees from different departments. A descriptive statistics method was used to analyze the study. The result showed that the government should do more recruitment to avoid excessive workload on employees. They also

suggested that some welfare activities as restrooms, housing facility, gratuity should be improved by the corporation to satisfy employees which tends to their better performance.

Bhagat and Patil (2015) studied the effectiveness of employees regarding various statutory welfare activities in a medium scale industry. The explanatory research design was used in the study. Primary data was collected through the questionnaire. A simple random sampling technique was used to collect data from 50 respondents. Analysis of the study was done with the percentage analysis method. It was concluded from the study that sufficient welfare activities were provided at the workplace and management of industries should take necessary steps to improve the quality of welfare measures.

Bhatti and Kumar (2013) assessed the welfare schemes offered to the employees in Jyoti CNC, Rajon engineering, steel cast, Atul Auto & Amul industries. They also tried to know the relationship between welfare provisions & Employee satisfaction. Primary data was collected by questionnaire method.

Bhuvaneswari and Yogeshwar (2018) studied various employee welfare activities and human resource management. They also studied the role of government and labour unions in providing welfare measures. An exploratory research design was used in the study. Primary data was collected from 100 employees by the questionnaire method. The results of the study stated that employees were satisfied with the welfare facilities provided to them in the organization. The results also stated that improvement was needed in the working environment to increase the performance and morale of employee.

Waititi et (2017) determined the impact of employee welfare activities on employee performance in Kenya Railways Corporation. A descriptive research design was used in this study. A sample of 172 employees was selected by a stratified random

sampling method. A semi structured questionnaire was used to collect the primary data. Correlation and regression analysis were used in the analysis of the study. The results of the study concluded that employee welfare activities positively influence employee performance. The study also stated that organizations would lay stress on the improvement of occupational health, succession plans, training, and development of employees.

Vetrivel (2016) discussed the satisfaction level of employees towards various welfare activities provided by the Production. Primary data was collected from 110 employees by the questionnaire method. The sampling method followed was a stratified random sampling method. A Chi-square test was used to analyze the data. The study concluded that various factors were identified related to welfare activities which were having an impact on the satisfaction level of employees. The study also showed that the satisfaction of employees was not dependent on age or duration of service in the company.

Sethuram and Sankari (2018) described the various employee welfare activities and their influence on the job performance of employees. They also studied the perception of employees regarding employee welfare activities. A descriptive research design was used in this study. A sample of 200 employees was selected by using a simple random sampling method. Primary data was collected by the survey method through questionnaires and informal discussions with employees. Data analysis was done with the help of a descriptive analysis and chi-Squared test. The results of the study revealed that the majority of employees were satisfied with existing welfare activities. This study also inferred that there was a positive impact of welfare activities on the performance of employees.

Minakshi Garg, Pardeep Jain (2013), in this article “Evaluating Labour Welfare Legislations and Measures- A Study of Cotton Textile Industry In Punjab” opines that Industrial progress depends on satisfied labour force. In this connection, the importance of labour welfare measures was accepted long back. Labour welfare

concept is basically based on human values, where each citizen has a right to work in a congenial environment with no hazards to his health on reasonable wages and other terms and conditions of employment. The days are over when labour was considered to be a commodity. When a worker joins industry he has to work in an entire strange atmosphere, creating problems of adjustment. Having a satisfied workforce is very much essential for smooth working of every organization. So this study is conducted to know whether the workers are satisfied with the welfare facilities provided by textile industries in Punjab. This paper has also attempted to study relationship between the sex of the respondents and awareness on welfare measures. The outcome of the study may help the administration and policy makers to differentiate the satisfying factors from dissatisfying and to take effective steps to improve the labour welfare facilities.

Srinivas KT (2013), in this article “A Study on Employees Welfare Facilities Adopted at Bosch Limited, Bangalore”, has made an attempt to identify welfare facilities and employee's satisfaction levels about welfare facilities adopted at Bosch limited, Bangalore. To achieve the aforesaid objective data is gathered from 100 employees of the organization with random sampling technique. It is found that most of the respondents are aware about the legislative and non - legislative employee welfare facilities provided at the Company, welfare facilities like medical, canteen, working environment, safety measures etc., are provided by the company.

S. Reshma, Dr. Basavaraj M.J. (2012), in this article “Employee Welfare Measures in Mining Industry – A Study with reference to Statutory Welfare Measures in NMDC, Donimalai Iron Ore Mine, Bellary district”, has stated that in the economic development of a country, minerals play a significant role. Minerals constitute the backbone of the industrial economy of the country and the prosperity of any country is directly related to its mineral wealth and its judicious utilization. Mining industry is playing a significant role in the overall economic development of India. Employee or labour welfare is a comprehensive term including various services, benefits and facilities offered to employees of the organization. Employee welfare activities are those, which include proper working conditions provided to the workers by the

employer on a voluntary basis. A study on employee welfare measures in mining industry throws light on statutory welfare measures followed in Donimalai Iron Ore Mine, Bellary District. This study enlightens the concept of welfare measures; it also highlights the employee's perception regarding the various statutory welfare measures provided by the organization.

Poongavanam (2011), in his article, "A Study on Labour Welfare Facility (with reference to AFT, Pondicherry)", has made an attempt to study the Welfare facilities provided by a large, well-recognized Government enterprise in Pondicherry, namely, Anglo French Textiles. The study found that welfare measures will improve the physique, intelligence, morality and standard of living of workers, which in turn will improve their efficiency and productivity.

Viswanadh (2008), in his thesis, "A Study on Welfare Facilities and its Impact on the Efficiency of Employees in APSRTC", has found that the provision of welfare facilities has a positive impact on the efficiency of employees.

Anjali Ganesh and Vijayi D. Souza (2008), in their article, "Social Security and Welfare Measures at New Mangalore Port Trust - A Case Study", have felt that employees at NMPT are quite satisfied with the social security benefits provided by the organization. They also stated that the provision of welfare facilities and social security benefits has a greater influence on the working of employees through psychological and social satisfaction.

Srivastava (2007), in his thesis, "Study of Labour Welfare and Social Security in the Industrial undertakings of Rai Bareilli District", has discussed comprehensively the various welfare and social security measures provided by various companies in the district. The study has found that a majority of the companies are employee welfare and social security oriented.

Venkateswara Rao (2006), in his M.Phil. dissertation, "A Study of Health and Welfare Measures for Workers in Singareni Collieries Company Limited", has inquired into the various health and welfare facilities provided by the company to its employees. The researcher concluded that SCCL is highly employee-welfare oriented.

Shashi, K. Gupta and Rosy Joshi (2005), in their book, "Labour Welfare in Human Resource Management", have discussed in detail all the aspects of labour welfare such as types of labour welfare measures, statutory provisions concerning welfare, approaches to welfare and also the significance of labour welfare.

Mamoria (2005), in their book, "Labour Welfare Work and Institution of Labour Welfare Officer in Dynamics of Industrial Relations", have discussed the welfare facilities provided by various organizations such as cotton mills in Mumbai, Jute mills, steel plants, mines, plantations, railways, postal & telegraphs, ports and dockyards. They have also discussed the employee welfare measures undertaken by the Government from the First Five Year Plan to Eighth Five Year Plan period.

Punekar, Deodhar and Sankaran (2004), in their book, "Labour Welfare, Trade Unionism and Industrial Relations", have stated that labour welfare is anything done for the comfort and improvement, intellectual and social-well being of the employees over and above the wages paid which is not a necessity of the industry.

Michael (2001), in his book, "Labour Welfare Measures and Labour Welfare Officers Human Resource Management and Human Relations", has said that the provision of intra-mural and extra-mural welfare facilities help in improving the quality of work life of employees thereby good human relations will develop among different cadres of employees.

Tripathi (1998), in his book, “Labour Welfare and Social Security Personnel Management & Industrial Relations” has explained the principles of labour welfare services, types of labour welfare services, different legislations and Acts. He also discussed the social security measures in terms of medical care, sickness benefit, unemployment benefit, maternity benefit etc., besides explaining the social security system in India.

Shri V. V. Giri (1972), has felt that resolving Labour Problems in Indian Industry is a wise investment which yields good dividends in the long run.

James Todd (1993) has defined labour welfare as “anything done for the comfort and improvement, intellectual and social, of the employees over and above the wages paid, which is not necessity of the industry for building up a stable and efficient labour force, but it is essential to bring about a marked improvement in the conditions of workers’ life and work. In order to make them integrate with the industrial system detaching them from the rural links, they must be relieved of several worries arising out of urban and industrial way of life. The Bombay Textile Labour Enquiry Committee has pointed out that in all pursuits, a high standard of efficiency can be expected only from persons who are physically fit and free from mental worries, that is, only persons who are properly housed properly fed and properly clothed.

Narayana Murthy (1992), in his study “Employee Welfare in Public Sector-A Case Study of selected Units in VSP”, has examined the practices relating to the administration of employee welfare measures in select public sector. The expenditure incurred by the selected organizations on the provision of employee welfare measures and the practices relating to the administration of such measures has also been examined by him in the study.

Arun Monappa (1990), in his book, “Labour Welfare and Social Security Industrial Relations”, has discussed labour welfare and social security measures in detail. He also explained the various problems faced by the enforcement machinery in the implementation of these welfare and social security measures.

Sakti pada Dutta (1976), in his thesis, “A Study of Labour Productivity, Wages and Profits in the Coal Mining Industry of Bihar”, has discussed the productivity and profits of coal mining industry in Bihar. The study found that the productivity and profitability in the coal mining industry are quite low due to various factors and forces such as high absenteeism, militant trade unionism, and high turnover of employees.

Agarwal Amarnarain (1957), in his thesis, “Insurance in India with reference to Social Security”, has explained the role of insurance in providing social security to people. He has felt that huge scope exists for insurance business in India as the penetration of insurance business among the masses is highly low.

Srivastava (1953), in his thesis, “Labour Welfare in India”, has all detailed the labour welfare measures undertaken by select public and private sector companies in India. He found that public sector companies are far better than their private counterparts in the provision of welfare facilities to workers and employees.

Report II of the International Labour Organization Asian Regional Conference (1950), describes labour welfare as such services, facilities and amenities which may be established outside or in the vicinity of undertakings to enable the persons employed therein to perform their work in healthy, congenial surrounding and to provide them with amenities conducive to good health and high morale”.

CHAPTER 3

RESEARCH METHODOLOGY

3.1 RESEARCH METHODOLOGY

This chapter involves the procedures and methods used to gather, process, and analyze data obtained from the selected sample regarding the highlights various hypotheses related to the objectives, research design, data collection method and procedure, and the details of measuring instrument of employee welfare activities which increases the productivity. Research can be defined as “an activity that involves finding out, in a more or less systematic way, things you did not know” “Methodology is the philosophical framework within which the research is conducted or the foundation upon which the research is based” (Brown, 2006). Research Methodology chapter of a research describes research methods, approaches and designs in detail highlighting those used throughout the study, justifying my choice through describing advantages and disadvantages of each approach and design taking into account their practical applicability to our research. O’Leary (2004, p.85) describes methodology as the framework which is associated with a particular set of paradigmatic assumptions that we will use to conduct our research. Allan and Randy (2005) insist that when conducting a research methodology should meet the following two criteria: Firstly, the methodology should be the most appropriate to achieve objectives of the research. Secondly, it should be made possible to replicate the methodology used in other researches of the same nature.

3.2 RESEARCH DESIGN

The research design is the basic framework of a plan for a study that guides the collection of data and analysis of data. The design may be a specific presentation of the various steps in the process of research. These steps include the selection of research problem, presentation of the problem, formulation of the hypothesis, methodology, survey of hypothesis, interpretation and report writing. In this market survey the design used is Descriptive Research. Basically Descriptive research is usually defined as a type of quantitative research, though qualitative research can also be used for descriptive purposes. The research design should be carefully developed to ensure that the results are valid and reliable. In a descriptive design, a researcher is solely interested in describing the situation or case under their research study. It is a theory-based design method which is created by gathering, analyzing, and presenting collected data. This allows a researcher to provide insights into the why and how of research.

3.2.1 DESCRIPTIVE RESEARCH DESIGN

Descriptive research is a study designed to depict the participants in an accurate way. More simply but, descriptive research is all about describing people who take part in a study. The design of research can be either qualitative, quantitative, or mixed.

3.3 SAMPLING TECHNIQUES

3.3.1 CONVENIENCE SAMPLING METHOD

A Convenience sample is one of the main types of non-profitability sampling methods. A convenience sample is made up of people who are easy to reach

3.4 SOURCES OF DATA:

The data is collected through questionnaires. First, the questionnaires are prepared and distributed to each employee given in the list. The responses are collected and analyzed using SPSS software. Then the responses are tabulated and analyzed using percentage and using some tools in SPSS.

PRIMARY DATA:

Surveys can be used to collect data on employee attitudes and perceptions about training and development programs, including their perceived effectiveness, satisfaction with the program, and impact on the job performance.

SECONDARY DATA:

Reviewing literature is examining scholarly articles and research studies related to training and development, identifying key factors that contribute to program effectiveness and identifying gaps in research. It can inform research questions and hypotheses, data collection and analysis technique.

3.5 AREA OF STUDY

The area chosen for the study is in Altimetrix Private Limited, employees from Chennai location.

3.6 STUDY PERIOD

The study has been made during 3 months of the internship of the researcher in the organization. The total time spent on the collection of data is one week and time spent on the collection of data is one week and time spent on analyzing is 4 weeks.

3.7 STUDY POPULATION:

The study was conducted on the employees in particular industries. The study population is the total strength of the target on which the study is directed. The total population considered of 300 employees of which the sample size was 120.

3.8 STATISTICAL TOOL USED

To analysis of collected data, the following statistical tools must be employed. The software used in SPSS software.

3.9 HYPOTHESIS FRAMEWORK

Null Hypothesis (Ho): Welfare facilities do not have a significant impact on motivation for higher productivity of employees.

Alternative Hypothesis (H1): Welfare facilities have a significant impact on motivation for higher productivity of employees.

3.10 TOOLS FOR ANALYSIS :-

3.10.1 PERCENTAGE ANALYSIS

Percentage refer is a special kind ratio. Percentage is used in making comparison between two or more series of data. They are used to describe relationships. Moreover, percentage can be used to compare the relative term of the distribution of two or more series of data. $\text{Percentage} = \frac{\text{Number of respondents}}{\text{Total number of Samples}} \times 100$.

3.10.2 HYPOTHESIS ANALYTICAL TOOLS (SPSS)

- One - Way Anova
- Correlation
- Regression

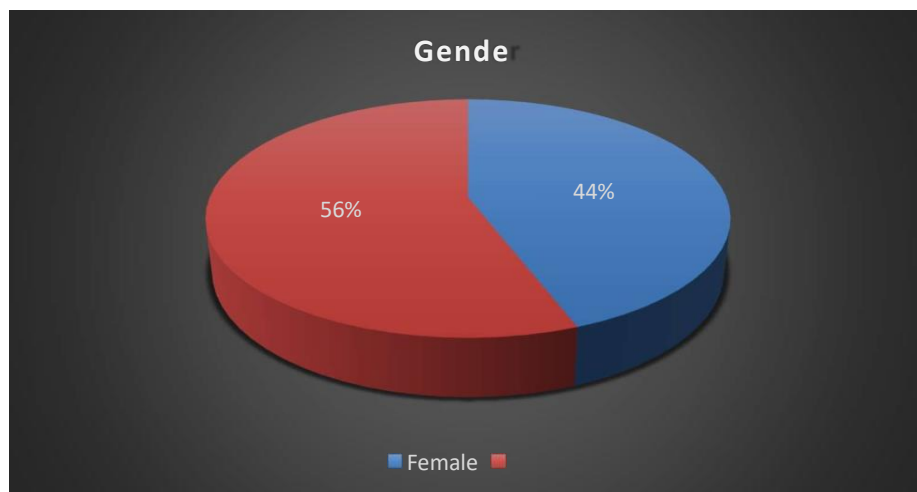
CHAPTER 4

DATA ANALYSIS AND INTERPRETATION

4.1 PERCENTAGE ANALYSIS:

TABLE 4.1.1 This table indicates the Gender of The Respondents

Gender	Frequency	Percentage
Female	54	44.26
Male	68	55.74
Grand Total	122	100



INTERPRETATION:

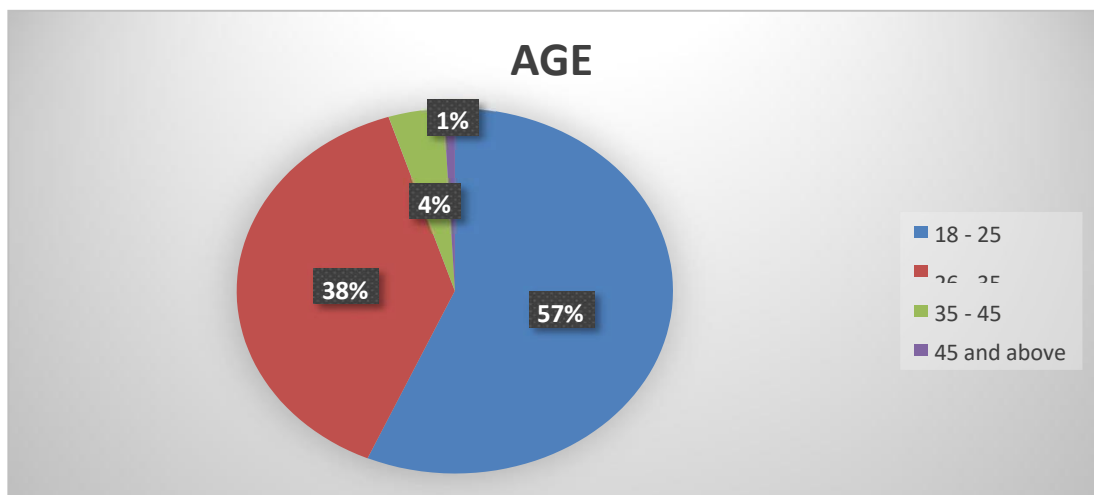
From the above table and graph the majority 56% of the respondents are male and 44% of the respondents are female from the overall respondents.

INFERENCE

Majority of the respondents 56% are Female.

TABLE 4.1.2 This table indicates the Age of The Respondents

Age	Frequency	Percentage
18 – 25	69	56.56
26 – 35	47	38.52
35 – 45	5	4.10
45 and above	1	0.82
Grand Total	122	100



INTERPRETATION:

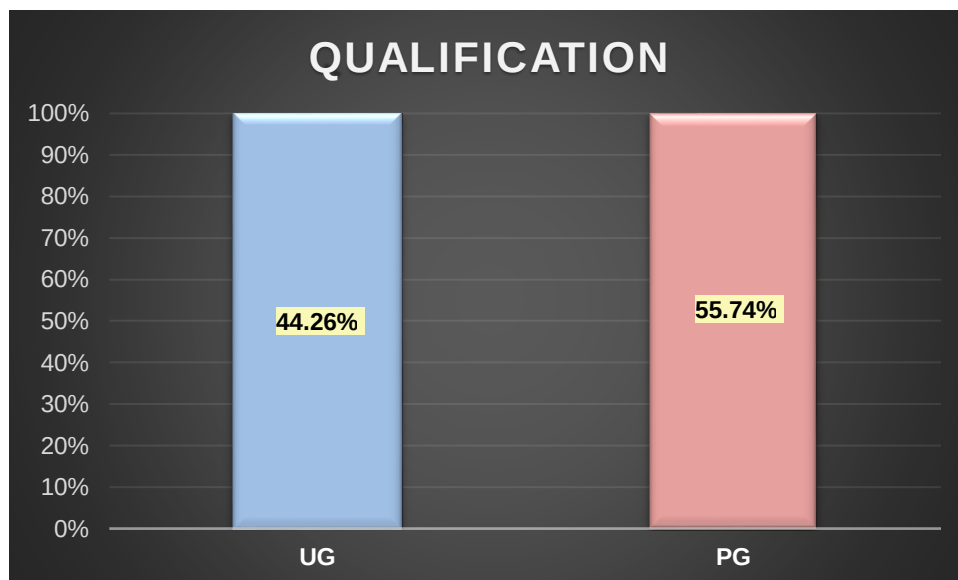
From above table and graph majority of the respondents are in the age group of 18 - 25 years, accounting for 57% of the total respondents. The age group of 26 - 35 years accounts for 38% of the total respondents. Only 4% of the total respondents are between the age of 35 – 45 and 1% of the total respondents are above the age of 45.

INFERENCE

Majority of the respondents 57% are aged between 18-25.

TABLE 4.1.3 This table indicates Educational Qualification of the Respondents

Gender	Frequency	Percentage
UG	54	44.26
PG	68	55.74
Grand Total	122	100



INTERPRETATION:

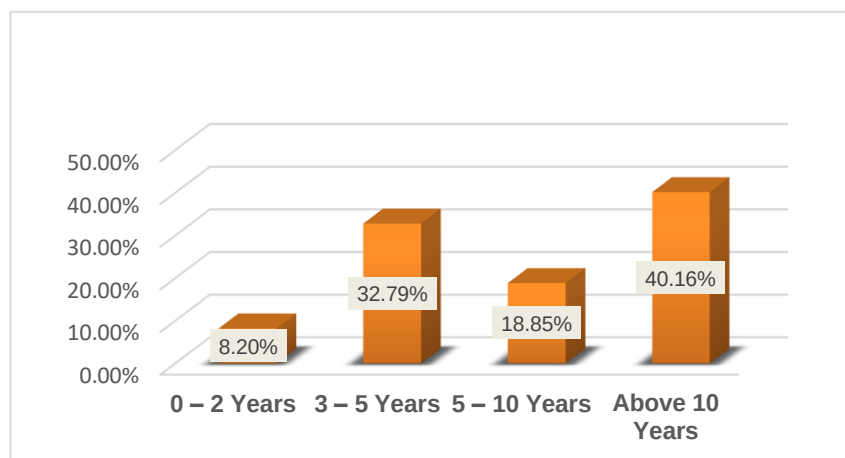
From the above table and graph the majority of the people 68 have completed the Post-Graduation 54 have completed Under-Graduation. The majority of the respondents completed their PG.

INFERENCE

Majority of the respondents 55.74% are from PG

TABLE 4.1.4 This table indicates The Work Experience Respondents

Work Experience	Frequency	Percentage
0 – 2 Years	10	8.20
3 – 5 Years	40	32.79
5 – 10 Years	23	18.85
Above 10 Years	49	40.16
Grand Total	122	100



INTERPRETATION:

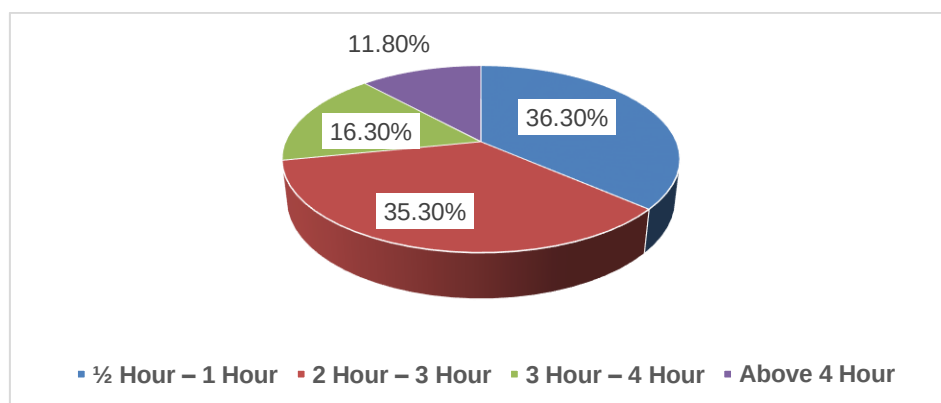
From the above table and graph shows that 40.16% of the respondents are from above 10 years of experience, 32.79% of the respondents are from 3-5 years of experience, 18.85% of the respondents are from 5-10 years of experience and 8.20% of respondents are from 0-2 years of experience.

INFERENCE:

Majority of the respondents 40.16% are from above 10 years.

TABLE 4.1.5 This table indicates How Frequently You Take Rest Between Working Hours

Resting Hours	No of Respondents	Percentage (%)
½ Hour – 1 Hour	30	36.3%
2 Hour – 3 Hour	22	35.3%
3 Hour – 4 Hour	50	16.3%
Above 4 Hour	10	11.8%
TOTAL	122	100



INTERPRETATION:

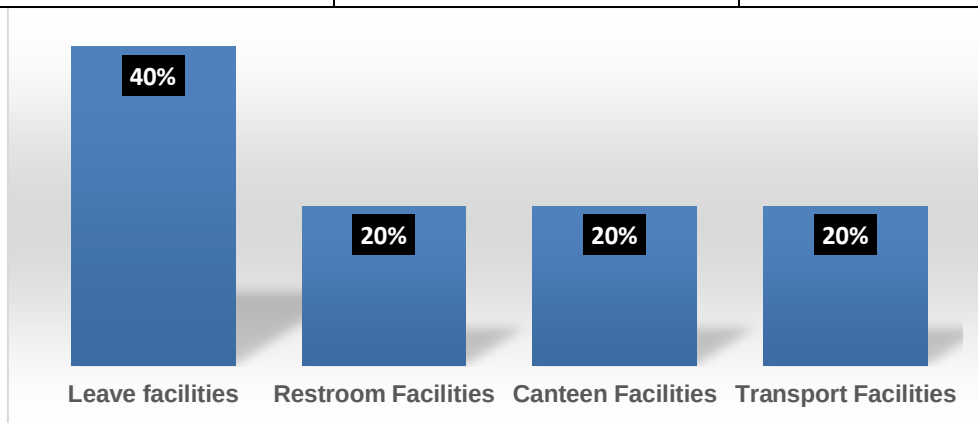
From the above table and graph shows that 36.3% of the respondents take ½ Hour – 1 Hour, 35.3% of the respondents take 2 Hour – 3 Hour, 16.3% of the respondents take rest 3 Hour – 4 Hour and 11.8% of respondents take rest from above 4 hour.

INFERENCE:

Majority of the respondents 36.3% take rest from ½ Hour – 1 Hour.

TABLE 4.1.6 This table indicates Which Welfare Measures Do You Prefer

Welfare Measures	No of Respondents	Percentage (%)
Leave facilities	50	40%
Restroom Facilities	30	20%
Canteen Facilities	20	20%
Transport Facilities	22	20%
TOTAL	122	100



INTERPRETATION:

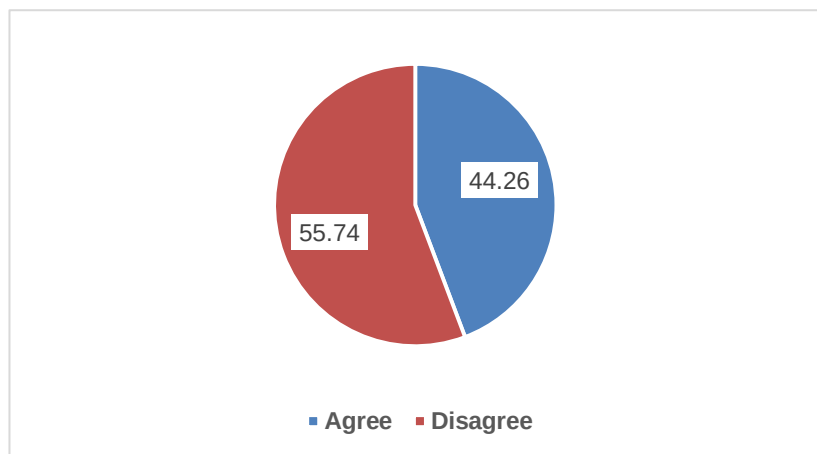
From the above table and graph shows that 40% of the respondents take leave facilities, 20% of the respondents take canteen facilities, 20% of the respondents take Restroom Facilities 20% of respondents take Transport facilities.

INFERENCE:

Majority of the respondents 40% take leave facilities.

TABLE 4.1.7 This table indicates Does The Job Satisfaction Through Welfare Measures Increase The Productivity Of The Workers

Gender	Frequency	Percentage
Agree	54	44.26
Disagree	68	55.74
Grand Total	122	100



INTERPRETATION:

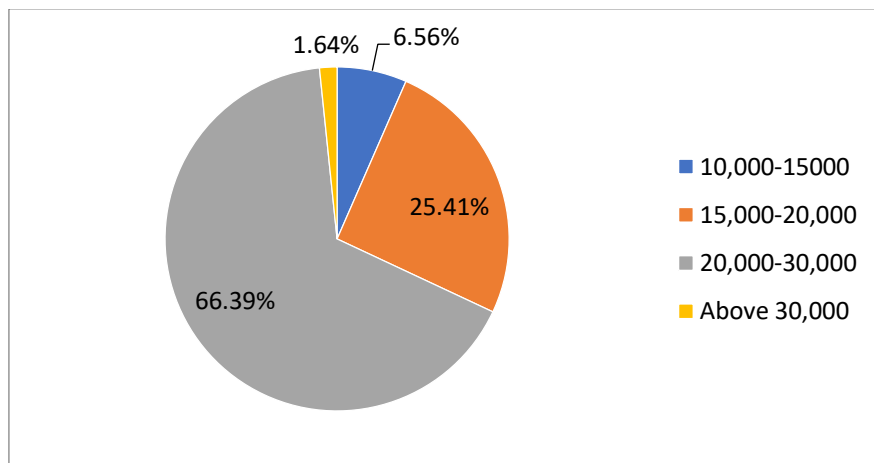
From the above table and graph shows that 44.26% of the respondents take 20% are Agree, 55.74% of the respondents are Dis-agree

INFERENCE:

Majority of the respondents 40% take leave facilities.

TABLE 4.1.8 This Table indicates The Monthly Income Respondents

Monthly Income	Frequency	Percentage
10,000 – 15,000	8	6.56
15,000 – 20,000	31	25.41
20,000 – 30,000	81	66.39
Above 30,000	2	1.64
Grand Total	122	100



INTERPRETATION:

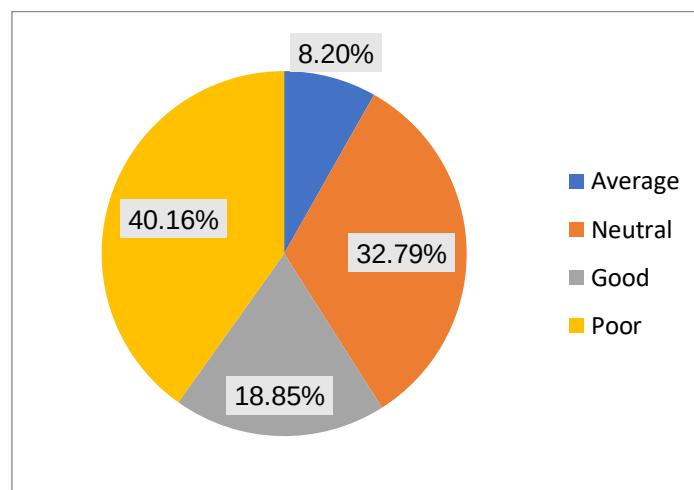
From the above table and graph shows that 66.39% of the respondents are from 20,000-30,000 of monthly income, 25.41% of the respondents are from of 15,000-20,000 monthly income, 6.56% of the respondents are from 10,000-15,000 of monthly income and 1.64% of respondents are from the monthly income of above 30,000

INFERENCE:

Majority of the respondents 66.39% are from the monthly income of 20,000-30,000.

TABLE 4.1.9 This Table Indicates The Working In this organization gives You a feeling of Security

Feeling of security	Frequency	Percentage
Average	10	8.20
Neutral	40	32.79
Good	23	18.85
Poor	49	40.16
Grand Total	122	100



INTERPRETATION:

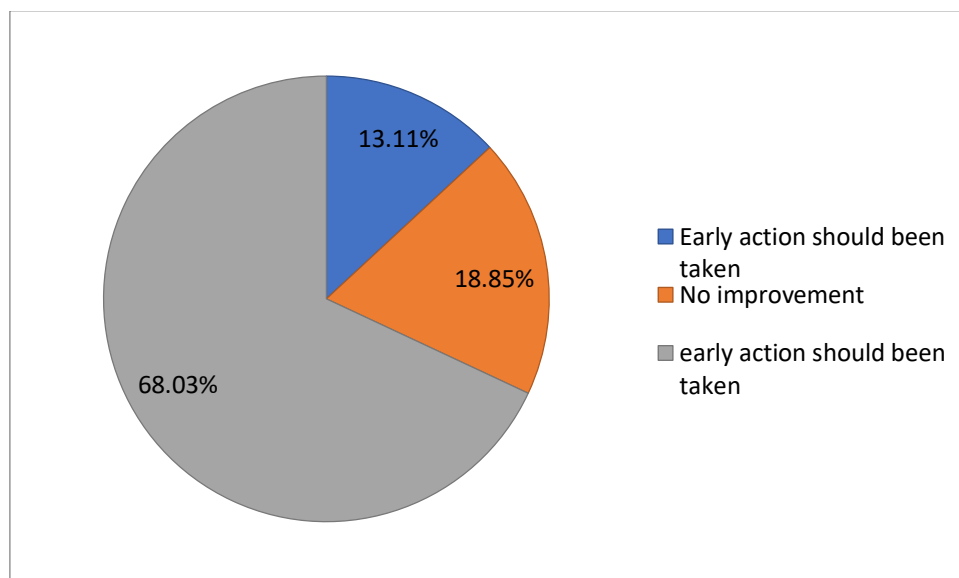
From the above table and graph shows that 40.16% of the respondents are chosen Neutral, 32.79% of the respondents are chosen poor, 18.85% of the respondents are chosen good and 8.20% of respondents are chosen Average.

INFERENCE:

Majority of the respondents 40.16% are chosen Neutral.

TABLE 4.1.10 This Table Indicates Rate the working Environment of the Organization

Ratings of Working Environment	Frequency	Percentage
Early action should be taken	16	13.11
No improvement	23	18.85
Proper time should been taken	83	68.03
Grand Total	122	100



INTERPRETATION:

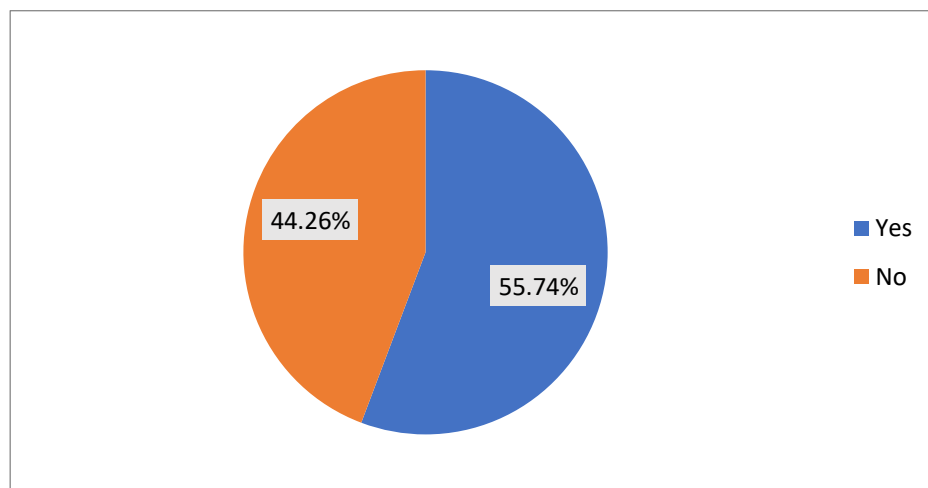
From the above table and graph shows that 68.03% of the respondents are chosen early action should been taken, 18.85% of the respondents are chosen no improvement, 13.11% of the respondents are chosen proper action should been taken.

INFERENCE:

Majority of the respondents 68.03% are chosen Neutral.

TABLE 4.1.11 This Table Indicates Welfare Benefits Provided by the organization plays a motivational factor

Welfare Benefits	Frequency	Percentage
Yes	54	44.26
No	68	55.74
Grand Total	122	100



INTERPRETATION:

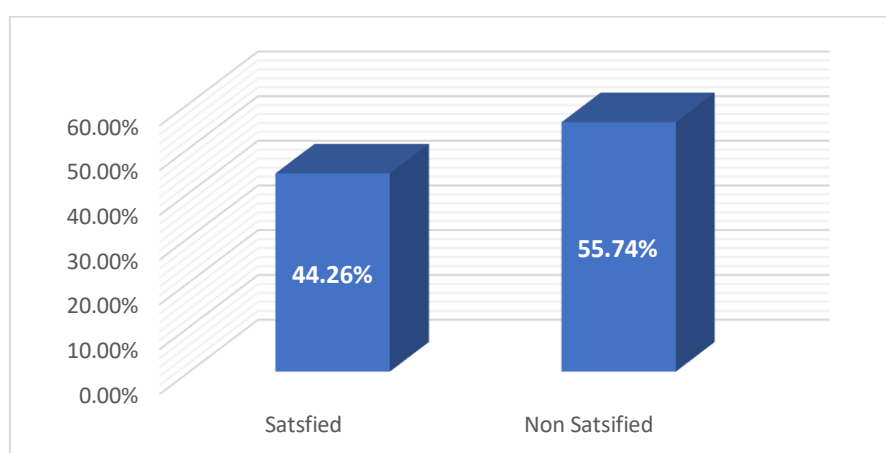
From the above table and graph shows that 55.74% of the respondents are chosen Yes, 44.26% of the respondents are chosen as No

INFERENCE:

Majority of the respondents 55.74% are chosen as Yes.

TABLE 4.1.12 This Table indicates Rate the Hygiene Conditions in the Organization

Rate Hygiene Condition	Frequency	Percentage
Satisfied	46	44.26
Not Satisfied	58	55.74
Grand Total	122	100



INTERPRETATION:

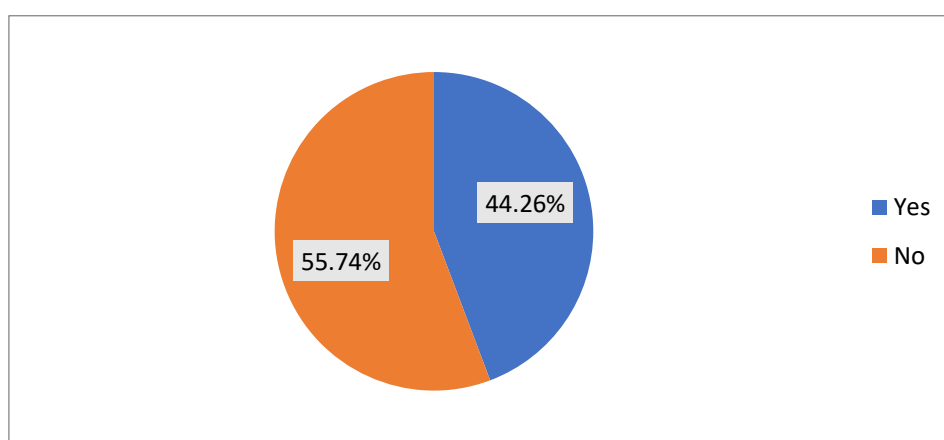
From the above table and graph shows that 55.74% of the respondents are chosen Yes, 44.26% of the respondents are chosen as No

INFERENCE:

Majority of the respondents 55.74% are chosen as Yes.

TABLE 4.1.13 This Table Indicates the organization provides maternity leaves for female employers

Maternity leaves	Frequency	Percentage
Yes	68	55.74
No	54	44.26
Grand Total	122	100



INTERPRETATION:

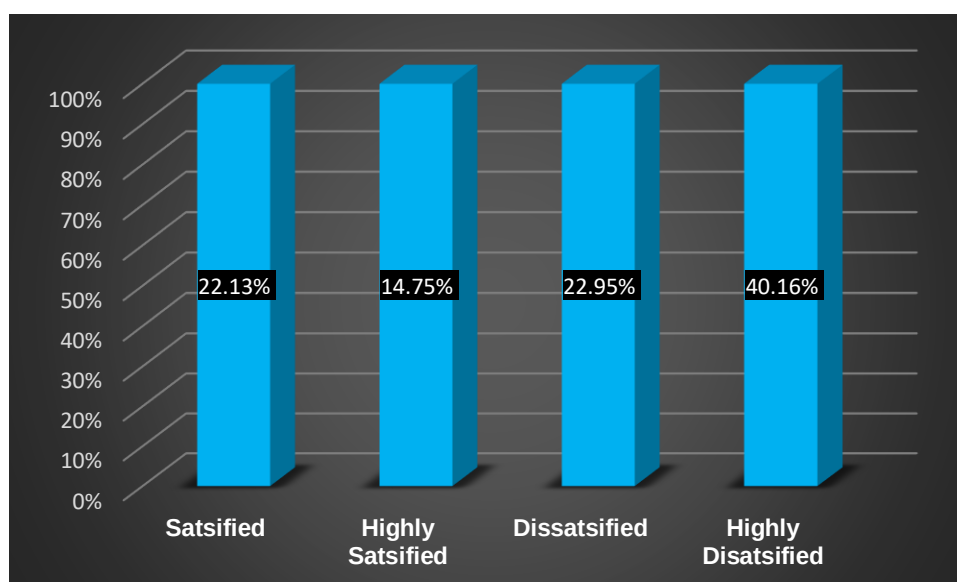
From the above table and graph shows that 55.74% of the respondents are chosen Yes, 44.26% of the respondents are chosen as No

INFERENCE:

Majority of the respondents 55.74% are chosen as Yes.

TABLE 4.1.14 This Table Indicate Overall Welfare facilities provided in this organization.

Monthly Income	Frequency	Percentage
Satisfied	8	22.13
Highly Satisfied	31	14.75
Dis-satisfied	8	22.95
Highly Dis-satisfied	31	40.16
Grand Total	122	100



INTERPRETATION:

From the above table and graph shows that 40.16% of the respondents are chosen Dis-satisfied, 22.95% of the respondents are chosen Dis-satisfied, 22.13% of the respondents are chosen Satisfied, 14.75% of respondents are chosen Highly satisfied.

INFERENCE:

Majority of the respondents 40.16% are chosen Dis-satisfied.

4.2 ONE – WAY ANOVA

One way ANOVA (“analysis of variance) compares the means of two or more independent groups in order to determine whether there is statistical evidence that the associated population means are significantly different.

TABLE 4.2.1 ONE WAY ANOVA

- **Null Hypothesis (H0)** – There is no significance between welfare facilities which enhance the productivity.
- **Alternative Hypothesis (H1)** – There is significance between welfare facilities which enhance the productivity.

ANOVA USING AGE :-						
		Sum of Squares	df	Mean Square	F	Sig.
Your Organization Provides Maternity Leaves For Female’s Employees	Between Groups	.858	2	.429	1.781	.173
	Within Groups	26.250	109	.241		
	Total	27.107	111			
Procedure To Avail The Special Welfare Facilities	Between Groups	3.659	2	1.830	2.801	.052
	Within Groups	71.198	109	.653		
	Total	74.857	111			

4.3 ONE – WAY ANOVA

One way ANOVA (“analysis of variance”) compares the means of two or more independent groups in order to determine whether there is statistical evidence that the associated population means are significantly different.

TABLE 4.3.1 ONE WAY ANOVA

- **Null Hypothesis (H0)** – There is no significance between welfare facilities which enhance the productivity.
- **Alternative Hypothesis (H1)** – There is significance between welfare facilities which enhance the productivity.

ANOVA USING GENDER :-						
		Sum of Squares	df	Mean Square	F	Sig.
Your Organization Provides Maternity Leaves For Female Employees	Between Groups	.009	1	.009	.035	.852
	Within Groups	27.099	110	.246		
	Total	27.107	111			
Procedure To Avail The Special Welfare Facilities	Between Groups	.005	1	.005	.007	.03
	Within Groups	74.852	110	.680		
	Total	74.857	111			

4.4 CORRELATION

Correlation is a statistical measure that expresses the extent to which two variables are linearly related (meaning they change together at a constant rate). It's a common tool for describing simple relationships without making a statement about cause and effect.

TABLE 4.4.1 CORRELATION

- **Null Hypothesis (H0)** –There is no significance between welfare facilities which enhance the productivity.
- **Alternative Hypothesis (H1)** – There is significance between welfare facilities which enhance the productivity.

Co-efficient						
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
Do You Think Whether The Welfare Facilities Increases The Productivity	(Constant)	1.391	.098		14.144	<.001
	O1	-.074	.036	-.192	-2.047	.043
a. Dependent Variable: Which Welfare Facilities Do You Prefer The Most						

4.5 REGRESSION

Regression analysis is a statistical method that shows the relationship between two or more variable. Usually expressed in a graph, the method tests the relationship between a dependent variable against the independent variables

TABLE 4.5.1 REGRESSION

- **Null Hypothesis (H0)** –There is no significance between welfare facilities which enhance the productivity.
- **Alternative Hypothesis (H1)** – There is significance between welfare facilities which enhance the productivity.

Co-efficient						
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
Does Welfare Benefits Provided by The Organization Helps You A Motivation To Work Effectively	(Constant)	1.454	.112		13.021	.000
	W1	-.034	.057	-.058	-.604	.547
a. Dependent Variable: Which Welfare Facilities Do You Prefer The Most						

CHAPTER 5

FINDINGS, SUGGESTIONS AND CONCLUSION

5.1 FINDINGS

- Majority of the respondents of my questionnaire belong to the age group of 20 to 50.
- Majority (94.4%) of the respondents take rest between the 2 Hour - 3 Hour working hours.
- Majority (98.1%) of the respondents prefer Restroom facilities.
- Majority (62.5%) of the respondents of my questionnaire are earning 5 lakh to 10 lakh annually.
- Majority (66.3%) of the respondents of my questionnaire chosen Leaving their workplace for complaints about the workings.
- Majority (53.8%) of the respondents of my questionnaire chosen welfare measures motivates to Work Effectively.
- Majority 40% of the respondents think that soft skill should be improved in the current role, 38% respondents think that both the technical skill and soft skill should be improved in current role.
- Majority 68.03% of the respondents are willing to attend the training, 18.85% respondents are not willing to attend the training and 13.11% respondents will attend the training based on the situation
- Majority 37.70% of the respondents have time constraints as a barrier to

attend the training, 29.51% of the respondents have lack of support from the colleagues or superiors as a barrier to attend the training.

- Majority 42% of the respondents feels somewhat confident to perform their job duties, 34% of the respondents are extremely confident to perform their job duties, 15% of the respondents are confident to perform their job duties and 9% of the respondents are not confident to perform their job duties.
- Majority 40.16% of the respondents are willing that the training should be on the job training, 32.79% of the respondents like to have their training in E-Learning, 18.85% of the respondents like to have their training with Instructor – Lead Training and 8.20% of respondents willing to have their training in coaching/Lecture.
- Majority (74.4%) of the respondents of my questionnaire chosen Job Satisfaction Through Welfare Measures Increase the Productivity.
- Majority (57.5%) of the respondents of my questionnaire chosen working in this organization gives them a Feeling of Security.
- Majority (67.5%) of the respondents of my questionnaire chosen Availing the Special Welfare Facilities In the organization is easy.
- Majority (50.6%) of the respondents of my questionnaire chosen satisfied about the working environment of the organization.

5.2 SUGGESTIONS:

The employees of the organization are found to be satisfied with the facilities provided to them by the company. More than 70% of the employees agree that the welfare facilities are provided to them and they are availing special welfare facilities according to their need. Every organization should assure the safety measures for their employees. Workshops, training, and seminars should be conducted regularly, to train and educate the employees regarding the various statutory and non-statutory welfare activities available for them. Companies should ensure that all rules and regulations formulated perfectly in favor of employees. It is a well-known fact that employees are always the key to organizations' growth. So, the organization should provide a better arrangement facilities to the employees. Productivity and performance depend upon employee satisfaction. Hence there is a greater need to keep the employee happy and motivated by providing them welfare activities and safety measures. Welfare activities are such a tool for enhancing employee satisfaction. When employees get better welfare facilities then employees' satisfaction level increases. This provides an opportunity for an organization to grow rapidly and sustainably.

5.3 CONCLUSION:

The concept of employee welfare activities is very old but its value is still new. Every employee needs something extra than its salary to survive in society. Welfare activities are need of an hour. Sincere efforts have been made by the researcher to explore the avenues to fulfill the objectives of the study. Despite the inherent and inevitable limitations of the study, all the specified objectives have been genuinely arrived at. In this study, the researcher throws light on different aspects of employee welfare activities which enhance the productivity. The study infers that Altimetrix Private Limited employees are more satisfied with employee welfare activities. However, the organization should focus its efforts on seminars & training, working environment, overtime allowance, retirement benefits, and education loan for children. They need to give attention to welfare activities so that their employees feel Much more satisfied which gradually.

5.4 LIMITATIONS OF THE STUDY

- ✓ The researcher had to spend more time to explain about the study.
- ✓ Some of the respondents are relatively less to provide adequate information.
- ✓ Only the labours of Altimetrix Pvt Ltd were taken as sample. So it cannot be generalized.
- ✓ The data is collected during the working hours, employees were busy in their routine work so there is less responsive.
- ✓ These data's were collected from the permanent and casual employees and hence the opinion of contract employee is not collected increases the productivity. The utility of the present study is also tested by analyzing employee perception regarding welfare activities given by the organization will largely help in motivating the employees to work positively for the organizations which enhance their productivity.

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QUESTIONNAIRE

A STUDY ON IMPACT OF WELFARE ACTIVITIES WHICH ENHANCE THE PRODUCTIVITY IN ALTIMETRIX PVT LTD.

1. What's Your Good Name *

2. Your Age

- a) 18-28
- b) 29-38
- c) 39-48
- d) Above 48

3. Gender

- a) Male
- b) Female

4. Qualification

- a) UG
- b) PG

5. What's Your Work Experience

- a) 0 – 2 Years
- b) 3 – 5 Years
- c) 5 – 10 Years
- d) Above 10 Years

6. What's Your Monthly Income *

- a) 10,000 – 15,000
- b) 16,000 – 20,000
- c) 21,000 – 25,000
- d) 26,000 – 30,000
- e) Above 30,000

7. How Frequently You Take Rest Between Working Hours

- a) 5 - 15 Minutes
- b) 1/2 Hour - 1 Hour
- c) 2 Hour - 3 Hour
- d) 3 Hour - 4 Hour

8. Which Welfare Measures Do You Prefer Leave Facilities

- a) Restroom Facilities
- b) Canteen Facilities
- c) Transport Facilities

9. How Frequently Are You Leave your workplace for complaints about the working conditions in a day

- a) Always
- b) Rarely
- c) Sometimes

10. Does Welfare Benefits Provided By The Organization Gives You A Motivation To Work Effectively

- a) Agree
- b) Disagree

11. Do You Think Does The Job Satisfaction Through Welfare Measures Increase The Productivity Of The Workers

- a) Yes
- b) No

12. Does Working In This Organization Gives You A Feeling Of Security

- a) Average
- b) Neutral
- c) Good
- d) Poor

13. What Will Be The Procedure To Avail The Special Welfare Facilities In This Organization

- a) Lengthy Process
- b) Applying And Taking Approval
- c) Not Availed

14. What is Your Opinion About The Overall Welfare Facilities Provided In This Organization

- a) Good
- b) Bad

15. Do You Think Does The Job Satisfaction Through Welfare Measures Increases The Productivity of The Workers

- a) Yes
- b) No

16. How Do You Rate the Hygiene Conditions In The Organization

- a) Satisfied
- b) Not Satisfied

17. Does Welfare Benefits Provided By The Organization Plays A Motivational Factor

- a) Agree
- b) Disagree

18. How Do You Rate The Working Environment Of The Organization

- a) Highly Dissatisfied
- b) Dissatisfied
- c) Satisfied
- d) Highly Satisfied

19. Do You Get Regular Increments

- a) Yes
- b) No

20. Does The Organization Provides Enough Maternity Leaves For Female Employers

- a) Yes
- b) No

21. Does Welfare Benefits Provided By The Organization Plays a Motivational Factor

- a) Yes
- b) No

22. Kindly Give Your Suggestions For Improving / Adding Special Welfare Facilities

- a) No Improvement
- b) Early Actions Should Been Taken
- c) Proper Time Should Been Taken

23. Do You Think Whether The Welfare Facilities Increases The Productivity of Employers

- a) Yes
- b) No

24. How Do You Rate The Working Environment Of The Organization

- a) Highly Dissatisfied
- b) Dissatisfied
- c) Satisfied
- d) Highly Satisfied

ANNEXURE II - RESEARCH ARTICLE
A STUDY ON IMPACT OF WELFARE ACTIVITIES WHICH ENHANCE THE
PRODUCTIVITY IN ALTIMETRIX PVT LTD

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ABSTRACT

Employee is considered as the chief organ of organizational productivity. Effective management and welfare of employees plays an important role in reaching the desired goals of the organization. Therefore, it is very necessary to seek the co-operation and loyalty of the employees in order to increase the production.

INTRODUCTION

Welfare facilities are designed to take care of the well-being of the employees, they do not generally result in any monetary benefit to the employees. Welfare includes anything that is done for the comfort and improvement of employees and is provided over and above the wages or salary. Welfare helps in keeping the morale and motivation of the employees high so as to retain the employees for longer duration and it is also increase the efficiency of work.

REVIEW OF LITERATURE

Abin (2015) analyzed the impact of employee welfare activities on employee morale and employee satisfaction. He also examined existing safety and welfare facilities prevailing in the organization.

Anju (2016) examined employee welfare activities and the level of satisfaction of employees in the company.

Antony (2017) evaluated the existing employee welfare activities in the loss-making public sector companies in Kerala. This study also examined reasons for grievances of employees regarding welfare activities.

Aslpoor and Amirnejad (2016) The study concluded that employee welfare activities had a positive impact on the performance of employees and good performance tends to satisfaction and an increase in the morale of employees.

Atheen (2018) analyzed the determinants of welfare activities which influenced the level of employee motivation and satisfaction.

OBJECTIVES OF STUDY.

To Study the Welfare Facilities provided to the employers at Altimetrix Private Limited.

To know the Employees opinion about the present welfare facilities at Altimetrix Private Limited.

NEED FOR THE STUDY

To attract, motivate and retain good employees, organization need to define what employees want from employment relationship. Employee needs is to consider Total Reward which is everything an employee perceives resulting from working for the company. Many studies contend that benefits are the most useful mean to attract, motivate and retain employees.

SCOPE OF THE STUDY

Employee welfare Activities are combinations of many steps, Employee welfare measures advocate that higher productivity requires more hard work of employees than modern technology. This can only be achieved by the satisfaction of the employees as they feel that they are the main participant in the production process, and they work with full enthusiasm to increase production and productivity.

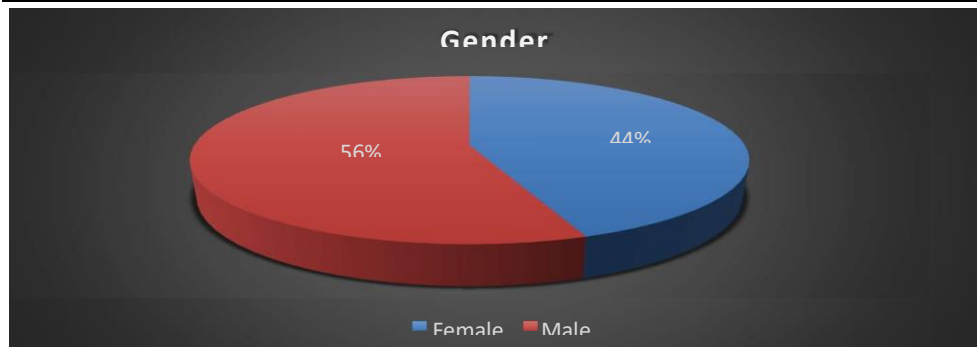
RESEARCH METHODOLOGY

This chapter involves the procedures and methods used to gather, process, and analyze data obtained from the selected sample regarding the highlights various hypotheses related to the objectives, research design, data collection method and procedure, and the details of measuring instrument of employee welfare activities which increases the productivity.

DATA ANALYSIS AND INTERPERTATION

Table 1- Showing the age of the employees

Gender	Frequency	Percentage
Female	54	44.26
Male	68	55.74
Grand Total	122	100



INTERPRETATION

From the above table and graph the majority 56% of the respondents are male and 44% of the r the respondents male from the overall respondents.

CORRELATION

Co-efficient						
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
Do You Think Whether The Welfare Facilities Increases The Productivity	(Constant)	1.391	.098		14.144	<.001
	O1	-.074	.036	-.192	-2.047	.043
a. Dependent Variable: Which Welfare Facilities Do You Prefer The Most						

FINDINGS OF THE STUDY

Majority of the respondents of my questionnaire belong to the age group of 20 to 50.

Majority (53.8%) of the respondents of my questionnaire chosen welfare measures motivates to Work Effectively.

CONCLUSION

The concept of employee welfare activities is very old but its value is still new. Every employee needs something extra than its salary to survive in society. Welfare activities are need of an hour

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